

## What are we looking for?

These are complex times for a board of a newly formed non-profit. “Business as usual” is working for some people, but not many. We don’t want to uphold colonial processes or implement procedures just because “that’s the way it’s done”. We’ve seen nonprofits replicate harm in the communities they serve and we would like to minimize that as much as possible. We want Directors who take accountability and constantly examine their work and the work of qCJ with a critical anti-oppressive lens.

Values show up in organizations as far away north stars and words on websites, yet are difficult to infuse in each interaction, relationship, or governance model. With that in mind, our primary ask of Directors is that they share and uphold qCJ values in their work and community. The roots of qCJ are deepening here thanks to all the people who feel deeply committed to Restorative Justice as an alternative to the current court system and believe that change is possible. The task of the next board is to continue tending these roots to help qCJ grow upwards. The pacing might be slow, and that is okay.

We are looking for people who:

- care deeply about Restorative Justice
- care deeply about themselves and others
- are deeply committed to examining and challenging the continuing impacts of colonization and are open to letting that guide the emergent process of growing qCJ in qathet
- have experience, wisdom, skills and time to contribute
- have the courage to try new things, make mistakes, and learn
- recognize the gravity of the times we live in and can bring levity to this work

In addition, strengths in administration, Restorative Justice, youth services, advocacy, and community organizing may be helpful. Having a diversity of life experience, wisdom and skills will be vital for qCJ to grow alongside our values and our community. It’s our intention that the Board can reflect this diversity as we all learn how to live the values of respect, responsibility, and collaboration.

